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**Russell Beland, Ph.D.**



**Deputy Assistant Secretary of the Navy  
(Military Personnel Policy)  
Office of the Secretary of the Navy**

Dr. Beland became the Deputy Assistant Secretary of the Navy (Military Personnel Policy) in November, 2009. His responsibilities are primarily in the area of establishment and oversight of policies related to Navy and Marine Corps active duty service members and their families. This includes topics such as recruiting and retention, compensation, quality of life, healthcare, and training and education. Dr. Beland had previously served as the Deputy Assistant Secretary (Manpower Analysis and Assessment) and, prior to joining the Office of the Secretary of the Navy, served as a Senior National Security Analyst at the Congressional Budget Office and, prior to that, in the Office of the Secretary of Defense as the Director of Economic and Manpower Analysis.

Earlier in his career, Dr. Beland held positions with the Center for Naval Analyses, the Pacific Fleet Training Command, and the Office of the Secretary of Defense (Force Management and Personnel). Among his assignments during that time, he devised a system to quantify the effectiveness of F/A-18 pilot training, developed the fleet portion of the first annual Navy Training Appraisal, and devised the Department of Defense's Voluntary Separation Incentive program.

Dr. Beland holds both a master's of arts degree and a Ph.D. in economics from the University of California, Los Angeles and a bachelor's degree from Arizona State University. He has taught a variety of university-level economics courses at institutions including the University of California, San Diego and Santa Monica College. He has published numerous journal articles and professional papers on a wide range of defense topics.